



ARIZONA DEPARTMENT OF PUBLIC SAFETY

DIGEST

Internet Edition

Vol. 39, No. 1

'Courteous Vigilance'

November 2004



An American experience

Evidently, this ASU student is proud to be an American as he carries a U.S. flag while searching for a vantage point to view the presidential motorcade. A few minutes later, President George Bush's limousine, escorted by several DPS motorcycle officers and others, drove by en route to his Oct. 13 debate with Sen. John Kerry

DPS deploys 400 people for Bush-Kerry debate security detail

For most of the nearly 400 DPS officers and civilian support personnel deployed at Arizona State University (ASU) to help provide security during the third and final presidential debate, it was a fairly non-eventful Wednesday.

For several other officers, however, the assignment proved to be quite exciting as they were among the fortunate to get close-up looks at both presidential candidates, political dignitaries and other well-known celebrities. One DPS officer even received a crisp salute from President George W. Bush upon his arrival for the debate with Sen. John Kerry (D-Mass.).

Such tranquility was much appreciated by those faced with the burden of developing, organizing and implementing security measures at various venues associated with the presidential debate which unfolded before a national television audience Oct. 13 at Grady Gammage Auditorium on the ASU campus.

The debate probably drew the largest deployment of DPS officers since 1983 when more than 300 officers and support personnel took part in Operation Big MAC during the Morenci copper strike, said Commander Terry Conner, who served as special event commander for the Department during the debate.

Although most of the estimated 30,000 people on campus were there for "pep" rallies for their candidate or social cause of choice, they remained relatively calm and orderly. During the evening of the debate, there were only two on-campus arrests – one by DPS officers, the other by Tempe police officers.

Most DPS officers were assigned to three primary venues on the ASU campus and completed their assignments while in full tactical gear, sweating in temperatures that hovered in the mid 90s for most of the day. A number of other DPS officers were involved with escort duties throughout the day.

"We mobilized to assist the ASU Department of Public Safety and to protect ASU property, students and the public," Conner explained. "Secondly, we were there to support the Secret Service and local law enforcement."

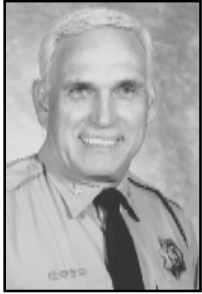
The Department's efforts were focused primarily at the Student Recreation Center (SRC), Wells Fargo Arena and Grady Gammage Auditorium.

"The SRC is fronted by a large open field where anybody who wanted to could voice their opinion in an open forum," Conner explained. "There was a stage there and we wanted to ensure that those wishing to speak could do so safely."

"As it turned out, I am not sure anyone spoke and there certainly wasn't any kind of a large gathering there. I truly thought if we were going to have a problem, it most likely would occur at the Rec center because of its large open space and availability. But, very few people, if any, took advantage of this venue."

Conner said a second area of concern was the Wells Fargo Arena where the debate was televised to about 10,000 people via a large-screen "Jumbotron."

CONTINUED ON PAGE 10



From Director
Dennis Garrett's

Vantage Point

Last month's presidential debate in Tempe proved to be one of those memorable shining moments for the Department of Public Safety. A sincere thank you to all who participated in making this presidential debate an event to be remembered for what the candidates said and not an event known for security breaches and general turmoil.

Few realize just how much effort goes into providing security for an event such as last month's debate between challenger John Kerry and President George W. Bush. Unfortunately, all major events such as this normally are accompanied by threats of terrorism, disruption and potential riots.

To avoid such pitfalls, good planning is paramount. At DPS, planning for this event began last spring when it was announced Arizona State University would be the site for this year's third and final presidential debate.

Throughout the development of our most-recent security challenge, DPS was in the forefront working very closely with other valley and state law enforcement agencies along with agents from the Secret Service and Homeland Security.

Although there may have been some minor blips along the way, our security contributions were developed, implemented and executed almost flawlessly. Hats off to many at DPS, but especially to Lt. Col. Norm Beasley along with Commanders Terry Conner, Bob Halliday, David Denlinger and Dave Witter for their dedication in structuring this overwhelming chore and executing all aspects of it to perfection on a day the nation's attention, if not the world's, was focused squarely on Tempe.

With a laser beam of world media attention scrutinizing every aspect of this debate, we were fortunate that there were no outside disturbances of consequence. Our commitment to vigilance and professionalism undoubtedly played a major role in suppressing such potential distractions.

In the past 20 years or so, the Department has been an important participant in providing security for a papal visit, a Super Bowl, numerous presidential visits and other major events. Not once did we waver in our resolve to provide security at the highest level expected by all involved.

Shortly after the debate, we received various well-deserved comments praising the effort put forth by our dedicated employees. The success we enjoyed during this most recent endeavor makes us all proud to be part of a truly fine law enforcement agency.

DPS taking preparatory steps for dealing with 'boomers'

Within the next 15 years, projections indicate that more than a fourth of Arizona's population will be 60 or older, significantly impacting DPS in the areas of training, employee retention and service delivery.

That's the crux of a report Steve Gendler prepared for DPS Director Dennis Garrett who in turn presented it to Arizona Gov. Janet Napolitano to be incorporated in her "Aging 2020 Initiative," a plan that specifically addresses the impact of changing demographics as the state's "baby boomer" generation "comes of age."

When Gendler, a retired DPS major, returned to the Department as a provisional civilian employee assigned to Research and Planning, one of the first assignments he received was to complete a report for inclusion in the governor's initiative. The DPS proposal presented to Napolitano Sept. 30 reflects current efforts towards an increasing "senior" population as well as recommended actions and priorities for the future, especially during the next five to seven years.

"Our report addresses three main areas," Gendler said. "First, how will we prepare DPS officers to work with an aging population? Secondly, how will we retain essential senior employees and entice skilled retirees back into the labor force? Thirdly, how will we position the Department to provide easily accessible information on crime prevention and service issues of value to seniors?"

Gendler said that a study conducted by the Morrison Institute at Arizona State University and St. Luke's Health Initiatives indicates that 42 percent of the state's population plans to retire before age 65. Currently, 23-percent of the workforce at DPS is eligible to retire.

"In law enforcement agencies, such as DPS, where the preponderance of employees are certified police officers with 20-year retirement, this can become an issue prior to age 60," Gendler said. "Such a wave of retirements could create shortages of skilled workers."

A corresponding increase in crimes against the elderly is also expected, Gendler said.

"Given demographic projections for Arizona, there is an increased likelihood that the number of elderly citizens living alone will increase," said DPS' newest police planner. "These seniors are more likely to fall victim to crime without timely detection. Law enforcement will have to find better methods for identifying these occurrences and adjusting investigation methods, crime prevention efforts and enforcement practices."

CONTINUED ON PAGE 15

The Digest is published monthly by the DPS Training and Management Services Bureau for the employees and retirees of the Arizona Department of Public Safety.

Employees are invited to submit story ideas or stories for publication. Stories or story ideas may be submitted to *The Digest* by mail, EMS or Telephone (602-223-2313).

Dennis A. Garrett, Director
Art Coughanour, Publications Editor, acoughanour@dps.state.az.us
Jim Jertson, Publications Support Specialist, jjertson@dps.state.az.us

The Digest can be accessed directly from the DPS World Wide Web home page at <http://www.dps.state.az.us/digest>.

*The Arizona Department of Public Safety
is an Equal Employment Opportunity Agency.*



JACK LANE



DEAN NYHART

Promotional ceremony elevates Jack Lane, Dean Nyhart to rank of commander

Jack Lane and Dean Nyhart, two DPS lieutenants with more than 51 years of police experience between them, were promoted to commander Oct. 5 before a host of family members, friends and fellow employees.

During the promotional ceremony within the shadows of the Department's officer memorial statue in front of the DPS headquarters building in Phoenix, Director Dennis Garrett said Lane would remain as the Department's government liaison officer while Nyhart will transfer from the Advanced Training Section to become commander of the Arizona Law Enforcement Academy (ALEA).

Lane began his DPS career in 1978 as a cadet officer while Nyhart's academy class graduated a year later.

Upon graduation from the academy, Lane, a fifth-generation law enforcement officer, drew Gila Bend as his first Highway Patrol assignment. In April 1983, he ended his remote duty assignment when he transferred to Tucson where he was assigned to Narcotics, Criminal Investigation Division. In December 1984, the Tucson native was promoted to sergeant, remaining in Narcotics.

Lane accepted a position in 1987 as a basic training supervisor at the Arizona Law Enforcement Training Academy in Tucson and remained in that role until 1989 when he was promoted to lieutenant. His first assignment as a lieutenant was as District 8 commander in Tucson.

His first assignment in the Phoenix area

occurred in 1994 when he was appointed commander of Internal Affairs. The following year, he became the Highway Patrol's District 5 commander in Phoenix.

The graduate of the FBI national academy in Quantico, Va., later completed assignments with the Special Investigations Unit, the Narcotics/Organized Crime District and Major Crimes District. Since February 2002, he has served in the Director's Office as the Department's government liaison officer.

In addition to his other duties, Lane was the Special Operations Unit Tactical and Hostage Negotiations commander (1994-96). He also served on the Department's Civil Emergency Task Force Committee, the Super Bowl XXX Security Committee, the Millennium Tactical Advisory Committee, the Crime Prevention League of Pima County and was DPS' representative on the U.S. Attorney's Organized Crime Drug Enforcement Task Force Committee.

Lane, a U.S. Air Force veteran, has been the recipient of the Director's Unit Citation on four occasions – as a member of District 4, Highway Patrol Division; the Civil Emergency Task Force Committee, the Special Operations Unit and Major Crimes District.

The father of two adult children is a graduate of Arizona State University's Executive Leadership Development and Advanced Public Executive Program and presently is completing a degree in criminal justice at Rio Salado Community College.

Like Lane, Nyhart's career began with a

remote duty assignment in Quartzite during the fall of 1979.

In May 1996, Nyhart was assigned to the Arizona Law Enforcement Officers Advisory Council. The Albuquerque native was promoted to sergeant in 1990 and moved into a supervisory position in Advanced Training.

He transferred into the Fugitive Detail in 1990 and remained there for six years. During that time, he also was a member of the Special Operations Tactical Support Unit. After six years with the Fugitive Detail, Nyhart accepted an assignment as the basic training sergeant at ALEA.

In 2000, Nyhart was promoted to lieutenant and transferred into the Highway Patrol Division where he completed assignments as the Metro District duty lieutenant and the Metro East commander. Two years later, he was assigned to the Advanced Training Section where he remained until his most-recent promotion.

Nyhart received Director's Unit Citations in 1980 (Highway Patrol), 1989 (Advanced Training) and 1995 (Fugitive Detail). During his career, he also has received officer of the year awards from the American Legion, Veterans' of Foreign Wars and the Elks.

In 2000, he received a Meritorious Life-saving Award.

Nyhart, who recently completed a two-week humanitarian mission in war-ravaged Kosovo, is married and has three children. His family also is in the process of adopting an Eastern European child.

The new commander, who is active in various civic, church and youth programs, holds a bachelor of science degree in political science and a master's degree in educational leadership. Both degrees were earned at Northern Arizona University, Flagstaff.

Serving our country

Staff Sgt. Grant Ray, grandson of retired Major Greg Goodson, recently received a Silver Star for gallantry in action while serving as a fire support team chief with the 1st Brigade Reconnaissance troop of the 4th Infantry in Iraq. Sgt. Ray, a Yuma native, is currently assigned to HHQ Battery, 4th Battalion, 42nd Field Artillery Regiment at Fort Hood, TX.

DPS employees or retirees wishing to feature their children or grandchildren in the *Digest's* "Serving Our Country" column should send the information, and if possible a picture, to Art Coughanour Mail Drop 1200 or e-mail acoughanour@dps.state.us.az.

Copeland, Golden, Hunter, Ticer become DPS lieutenants

Three of the Department's newest lieutenants drew assignments with the Highway Patrol in the Phoenix area while a fourth accepted an appointment with a narcotics task force in Tucson.

The announcements were made Oct. 5 at state DPS headquarters in Phoenix during promotional ceremonies for Burley Copeland, Dan Golden, Ken Hunter and Bob Ticer.

With their promotions, Copeland and Golden will assume commanders' roles within the Highway Patrol Phoenix metro district while Ticer will be assigned to a post with the Highway Patrol Division's administrative staff.

Hunter will leave his position at the Arizona Law Enforcement Academy (ALEA) for Tucson where he will be assigned to the Intelligence Division and work with the High Intensity Drug Trafficking Area, a narcotics task force.

BURLEY COPELAND

Copeland's DPS career began in 1983 as an officer trainee. In June 1984, he entered the Arizona Law Enforcement Training Academy (ALETA) in Tucson. Upon graduation, he drew Casa Grande as his first assignment as a Highway Patrol officer.

In 1985, he transferred to Phoenix and worked the metro freeway system for two years before trading in his patrol car for a motorcycle.

The Tempe native transferred into Criminal Investigations in 1991 as a detective in Narcotics where he remained until he moved into the Narcotics Clandestine Lab Unit about a year later.

Copeland, who is married with five children, promoted to sergeant in 1993 and was assigned to the La Paz County Narcotics Task Force. A year later, he was back in Phoenix with the Major Violators Unit. His final move before his promotion to lieutenant placed him with the Arizona Vehicle Theft Task Force where he received a Director's Unit Citation in 1998 and again in 2002.

With Copeland as a member, Vehicle Theft also received the Criminal Investigations Division district of the year award in 1999.

During his career, he has also served as a field training officer and as an ALETA class counselor.

DAN GOLDEN

Like Copeland, Golden's career with the Department began in 1987 as an officer trainee assigned to Show Low. Two years later, he moved to Phoenix and in 1990, he entered ALETA.

Upon graduating from ALETA, Golden's

first assignment with the Highway Patrol was Buckeye followed by a transfer to Avondale a year later.

In 1994, he was selected for a position with Executive Security and completed that responsibility before moving into Phoenix GITEM in 1995. Two years later, he became a member of GITEM's Gang Investigation Unit.

With his promotion to sergeant in 1998, Golden remained with the Gang Unit, this time in Tucson.

Next up for Golden, who was reared in the Pinetop-Lakeside area and is completing a bachelor's degree in business from Kennedy Western University, was a tour with the Joint Drug Intelligence Group starting in 1999, ending the next year with an assignment to the Intelligence Squad. In 2002, the Show Low native returned to GITEM, followed by a transfer the next year to the Fugitive Unit.

Golden has received three Director's Unit Citations. In 1996, he was selected as the GITEM officer of the year. In 1997 and 1998, his squad received squad of the year awards.

During his career, Golden, who is married with two children, has also served with the Special Operations Unit and the DPS Honor Guard.

KEN HUNTER

Hunter saw his DPS career begin in 1989 as a cadet officer at ALETA. Upon his graduation from the academy, he began working highways in the Winslow area before transferring to Phoenix metro in 1992.

The following year, Ken attended motorcycle training and was assigned to a motorcycle squad in Phoenix.

His next move as a motor officer was to Tucson in June 1994. Six months later, he transferred into the Tucson Gang Unit which was followed three years later by a transfer into Tucson Special Services.

The Tucson native promoted to sergeant in 1999 and returned to the Tucson Gang Unit. In 2001, he moved to Phoenix to accept an assignment with Internal Affairs. Two years later, he transferred to the ALEA as an administrative sergeant.

In 1996, Hunter received a district recognition award while assigned to the Tucson Gang Unit. In 1998, he was selected as the District 16 officer of the year.

Hunter, who is married with two children, has a bachelor of science degree in public safety administration from Grand Canyon University, Phoenix.

BOB TICER

Ticer's career as a law enforcement officer began with the Prescott Police Depart-

ment after he was honorably discharged from the U.S. Air Force. He joined the Department in 1990 as a lateral transfer, drawing Prescott as his first DPS assignment.

Eight years later, Ticer left the Highway Patrol for a position with the Criminal Investigations Division where he was assigned to the Prescott Area Narcotics Task Force.

In November 2000, Ticer, whose father Tom is a retired DPS sergeant, was promoted to sergeant and assigned to the Lake Roosevelt area.

His next assignment came in August 2002 when he accepted a position with the National Highway Traffic and Safety Administration in Washington, D.C., where he conducted a number of national speaking engagements on issues pertaining to law enforcement, older driver programs and phlebotomy. The former military security police officer also published a NHTSA report on older driver issues.

Upon completion of that assignment, Ticer returned to Phoenix and became supervisor of the Duty Office. That was followed by an assignment in 2003 as supervisor of Media Relations.

While a patrol officer in Prescott, Ticer twice was the recipient of the District 12 Officer of the Year Award (1993, 1996). As a phlebotomist, he was presented with a Director's Unit Citation in 2004.

In 2004, he authored the Department's entry into the IACP Chief's Challenge. The entry took first place nationally and cemented the Department's role as a national leader in DUI, speed and seat belt enforcement.

The Prescott native, who has a bachelor of science degree in criminal justice from Northern Arizona University, Flagstaff, is married with two children.

Canine handler seizes 785 pounds of marijuana

When Canine Handler Keith Duckett attempted to stop a 2000 Chevrolet Suburban with fictitious license plates Sept. 30, his efforts resulted in a pursuit that ended with a seizure of 785 pounds of marijuana.

Duckett told the Duty Office that when he attempted to stop the SUV on I-10 near Vail, about 10 miles east of Tucson, the driver took off with pursuit speeds reaching 80 mph in a 50-mph zone before the driver drove the vehicle into the desert at which time Duckett lost visual contact.

With the aid of other DPS units, Air Rescue and U.S. Border Patrol agents, the SUV was found abandoned with the contraband inside. Neither the driver nor the passenger were located, Duckett reported.

Haas, Larimer, Ramirez become newest DPS sergeants

Jim Haas, Dan Larimer and Eloy Ramirez were promoted to sergeant during ceremonies Oct. 5 at the Department's state headquarters building in Phoenix.

With their promotions, Haas will remain in Cordes Junction and Ramirez in Tucson while Larimer will move from Wickenburg to Yuma where he will supervise a squad in the Wellton-Roll area.

JIM HAAS

Haas began his DPS career in 1988 as an officer trainee assigned to the Highway Patrol. In September 1990, he entered the Arizona Law Enforcement Training Academy, Tucson, and in January 1991, upon graduating from ALETA, he drew Black Canyon City as his first Highway Patrol duty station. While in Black Canyon City, his squad received a Director's Unit Citation.

Since then he has completed assignments with the Highway Patrol in Phoenix, Wikieup and Cordes Junction where he will remain as a Highway Patrol sergeant.

Haas, who holds an associate's degree in law enforcement technology from Rio Salado College, also completed several special detail assignments with the Duty Office,

Advanced Training and the Mohave Area General Narcotics Enforcement Team.

During his career, the Phoenix native who is married with two children has received a Meritorious Lifesaving Award and two officer of the year honors.

DAN LARIMER

Larimer came to DPS in 1994 as a lateral transfer, having started his law enforcement career with the Pinal County Sheriff's Office.

Larimer's first assignment was Wickenburg where he remained until his recent promotion and transfer to Yuma. While in Wickenburg, Larimer field-trained seven officers.

He also is a general instructor and driving instructor for the Department. Additionally, he is a certified Intoxilyzer quality assurance specialist.

In 1994, Larimer was a member of the North Metro District that received the Highway Patrol's District of the Year Award. Two years later, he received a district officer of the year award and the Elks Lodge Meritorious Service Award.

A Tombstone native who was reared in

Sierra Vista, Larimer was honored in 2000 with an employee of the year award for the Central Highway Patrol Bureau and in 2004, he received a Director's Unit Citation as a member of the Metro West District.

An active member with Cops Who Care in Wickenburg, Larimer is married with three children.

His father, Paul, is a retired DPS sergeant.

ELOY RAMIREZ

Ramirez began his DPS career in July 1987 as part of a legislative transfer of Motor Vehicle Department speciality officers. A year later, he was reclassified to a motor carrier operator before entering ALETA and graduating as an officer.

Upon graduation, the Tempe native was assigned to the Commercial Vehicle Section prior to transferring into the Hazardous Materials Unit.

In 1993, he transferred into the Canine Unit and four years later, he became a member of the Southern Criminal Investigation Unit, Liquor Section.

He transferred into Tucson General Investigations in 2001.

With his promotion to sergeant, Ramirez will return to the Highway Patrol in Tucson.

Raised in Glendale, Ramirez holds an associate's degree in justice administration from Phoenix College.

The former Marine is married with two children.

Civilian Reserve Robert Liedkie dies in Prescott

District 12 Civilian Reserve Robert Liedkie passed away on Oct. 1 in Prescott following a lengthy illness.

A memorial service for Mr. Liedkie with full military honors was conducted Oct. 5 by American Legion Post No. 6 at the Veterans' Affairs Chapel in Prescott.

Mr. Liedkie became a DPS civilian reserve in March 2000. In the spring of 2002, he was honored as the Department's civilian reserve of the year.

Mr. Liedkie, also a volunteer at Yavapai College in Prescott, was honored by DPS for assisting 957 stranded motorists and for checking on 201 abandoned vehicles. He also assisted DPS Highway Patrol officers at 49 crash scenes.

During his award-winning year, Mr. Liedkie received 11 complimentary letters from the public.



Two spectators view some of the security at Grady Gammage Auditorium.

Arizona's first counter terrorism center begins operations

The state's newest weapon against terrorism was unveiled with the christening of the Arizona Counter Terrorism Information Center (AcTIC), a 61,000-square-foot structure that provides a central operational base for local, state and federal agencies in their continuing quest to confront terrorism.

The Oct. 19 official opening of the slump-block structure in north Phoenix was attended by more than 100 people, mostly from participating law enforcement agencies within Arizona. Keynote speakers at the dedication included Gov. Janet Napolitano, DPS Director Dennis Garrett, Arizona Office

of Homeland Security Director Frank Navarrete, Department of Homeland Security Under-secretary Frank Libutti, and Ray Churay of the FBI.

DPS Lt. Col. Norm Beasley, Criminal Investigations Division assistant director, said the structure will house two operations – the state's Joint Terrorism Task Force which includes DPS, the FBI and 20 other agencies; and a 15-agency coalition of Arizona law-enforcement operations agencies.

ACTIC unofficially began operations Oct. 1 and its resources were used extensively prior to and during the presidential

debate Oct. 13 at Arizona State University in Tempe.

Beasley said the center is a "one-stop shop" designed to provide and direct real-time support to police agencies throughout Arizona. It also features a watch center and dispatch operation with advanced mapping and communications equipment.

Beasley said Arizona counter terrorism efforts should benefit from enhanced communications, expanded data systems and improved coordination.

"The center was designed to put counter-terrorism agents and detectives side by side so they can easily share information while providing an instant resource for street cops," the DPS assistant director said. "If we are going to prevent terrorist acts in this country, it will be because the individual field officer makes a stop and sees something that doesn't look right."

Once fully operational, Beasley said some 200 local, state and federal representatives will be deployed at the center which will function on an around-the-clock basis.

"The center will be a national model for interagency cooperation," Beasley said. "It will provide a critical link to state, local and federal agencies within Arizona and throughout the country. It will provide real-time support for officers in the field, thereby greatly enhancing Arizona's homeland security efforts."

According to Navarrete, the center is the largest collaboration of its kind at the state level. "Those deployed at ACTIC will be responsible for the collecting, analyzing and disseminating of terrorist intelligence and information," the state Homeland Security chief said.

"Equally important is the fact that Arizona has been working to develop partnerships for sharing information with others states. Arizona and New Mexico have entered into a memorandum of understanding to share unclassified intelligence and information while California and Texas are interested in entering into a similar agreement."

Beasley said the center will play a vital role in other criminal investigations not necessarily related to terrorism.

"In addition to the terrorism task force, the building houses DPS Intelligence, a weapons of mass destruction unit, the Violent Criminal Apprehension Program (ViCAP), a major incident investigative/intelligence center and a state-of-the-art computer forensics lab."

Beasley said DPS will manage one wing of the center while the FBI will operate the other.



NATHANIEL MOORE



CATHY CHANDLER

Moore, Chandler receive promotions

Two civilian employees at DPS received promotions from Director Dennis Garrett during ceremonies Oct. 5 in front of the agency's headquarters building in Phoenix.

Promoted to security supervisor was Nathaniel Moore while Cathy Chandler was elevated to the position of administrative assistant and assigned to the Sex Offender Compliance Team.

Moore, a Markham, Ill. native, began his career at DPS as a security officer in November 1994. In 2000, he received an employee of the year award from the Agency Support Division and the following year was presented with a Director's Unit Citation as a member of the Facilities Management Section which oversees departmental security.

Moore, who is married with two children, holds a bachelor of science degree in speech communications from Southern Illinois University, Edwardsville, and served five years with the U.S. Navy.

Chandler's employment with DPS began in November 2001 as a criminal records specialist with the Applicant Clearance Card Team.

The Arizona native who is the mother of two adult sons came to DPS upon retiring from AT&T/Qwest following 33 years of service.

DPS at a Glance

Federal and state agents, including DPS detectives, charged 26 state workers with illegally issuing driver's licenses to human traffickers, undocumented immigrants and drug dealers.

Authorities said unconnected groups of MVD employees at 10 locations throughout Arizona accepted bribes up to \$3,500 in exchange for creating untold numbers of fake driver's licenses. In addition to the state workers arrested Sept. 23, eight non-government employees were also charged with felonies connected to the scams.

The probe was initiated in November 2001 when the Counter Narcotics Task Force in Tucson developed information that MVD employees were taking payoffs for fake documents. In March 2003, investigators learned of similar activities in the Phoenix area, igniting another investigation.

Tucson police closed streets and evacuated several buildings, including DPS headquarters, while they investigated a suspicious delivery van that drew alerts from a bomb-sniffing dog.

The Oct. 5 incident began about 10 a.m. when employees at an office complex at East Valencia Road and South Bay Colony Drive, just east of DPS headquarters on Tucson Boulevard, called police to report a suspicious vehicle. After a bomb dog alerted to the truck, streets were closed and buildings evacuated for about four hours.

Southern Operational Communications radio traffic was re-routed to the Central Operational Communications Center in Phoenix during the evacuation.

A Tucson police spokesman said no explosives were found.

DPS Facilities plays support role in ACTIC remodeling project

The building the public and representatives from various entities toured following the dedication of the Arizona Counter Terrorism Information Center (ACTIC) was the finished product.

What wasn't in the forefront during the Oct. 19 ceremony in north Phoenix were the many months of behind-the-scenes activities which eventually transformed a former banking process center into a unique state-of-the-art facility which will help serve the intelligence priorities of DPS, Department of Homeland Security, FBI and numerous other federal, state and local law enforcement agencies.

The makeover started rolling some 18 months ago after Carl Tornambe, manager of DPS' Facilities Management Bureau, and his staff identified a site and began negotiations to lease the building, a move that altered the FBI's previous plans to lease a much more expensive building near the downtown Phoenix area.

When the ink was dry on the agreement, Tornambe's staff had saved taxpayers a considerable sum of money.

"Compared to the downtown site, we probably will have saved some \$5 million during the life of the five-year lease contract," Tornambe said.

Tornambe said the ACTIC lease agreement calls for those occupying the building to pay \$14 a square foot the first year, \$15 the second year, \$15.50 the third and fourth years, and \$16 the fifth year.

"This is a full-service agreement meaning that the owners will also provide all utilities and maintenance with the exception of



Official opening

With more than 100 people in attendance, the 61,000-square-foot Arizona Counter Terrorism Information Center officially opened Oct. 19 in Phoenix.

custodial," the Facilities manager explained. "The FBI will provide custodial because of security issues. Through the life of the lease, we also have an option to purchase the building at fair market value."

Tornambe said he was pleased that his staff could play a major role in refurbishing the former bank processing center.

During the remodeling phase of the project, Sue LeHew of Facilities was able to strike a deal with a company in Texas for the purchase of previously-owned modular and conventional furniture.

"We were able to purchase the furniture for about 25 cents on the dollar," Tornambe said. "Believe me, the furniture looks brand new."

Tornambe added that Facilities also developed a plan to re-use some of the shelving already on site.

"Through the diligence of the Facilities staff and through the cooperation of those involved in restructuring the center, we were able to save taxpayers millions of dollars. The renovations were funded primarily through the Department of Homeland Security and DPS.

Tornambe said prior to the start of the undertaking, he put together a project team designed to address the needs of all users. Team members from Facilities included Ted Dick, LeHew and Tom Heideman while the operational considerations were handled by Lt. Lori Norris and Sgt. Kerry Jonovich. Telecommunications Manager Curt Knight provided expertise involving communication issues.

Other key players in the development of the center were the FBI's Chuck Brazeal and Rich Stoddard along with building owner Daryl Burton and his representatives, Keri Dinovo and Bob Mulhern.

"There was a high level of team spirit prevalent throughout the project," Tornambe said. "We first developed a program and then monitored the design and construction processes."

Tornambe said the building is highly secure and has three backup generators with more than enough power to handle any energy emergency.

Although ACTIC has a joint operations center to handle terrorist-related emergencies, the Emergency Operations Center at DPS headquarters will remain active to cope with other types of emergencies, Tornambe said.



Ribbon cutting

With assistance from Lt. Col. Norm Beasley (foreground) and Director Dennis Garrett, Arizona Gov. Janet Napolitano puts the scissors to a ribbon, officially opening the Arizona Counter Terrorism Information Center.

Commercial vehicle specialist seizes 6,500 pounds of 'grass'

Officer Albert Vandaveer, a DPS commercial vehicle safety specialist, initiated a traffic stop in late September that led to the seizure of nearly 6,500 pounds of marijuana.

The seizure, which occurred on Interstate 40 near Sanders, is one of the largest marijuana busts ever recorded on northern Arizona's highways. It was also, by far, the largest drug bust of Vandaveer's 12-year career at DPS.

Vandaveer initiated the traffic stop around midday Sept. 24 after observing an eastbound commercial vehicle with several equipment violations. Vandaveer became suspicious during the traffic stop after the driver of the vehicle told him he was transporting 13 pallets of deodorant and hairspray, which was only about one-third of the hauling space on the truck.

When Vandaveer and other officers investigated, they found dozens of individually wrapped, 20-pound marijuana bundles inside a secret compartment in the vehicle's trailer.

They also found eight to 10 bundles of marijuana disguised in large shipping boxes next to other products in the main trailer.

The seized marijuana, which was located with the help of drug-sniffing dogs, had an estimated street value between \$5 million and \$11 million.

Vandaveer said the eastbound rig was believed to have crossed the border in Nogales and was driven to Los Angeles before he stopped it.

The driver of the vehicle, who had an Ohio driver's licence, was arrested by Vandaveer and booked into Apache County jail in St. Johns on a variety of drug-related charges.

Vandaveer has only been assigned to the Interstate 40 corridor in northern Arizona for about a year. So far, he said he absolutely loves the assignment.

"If you love working trucks as much as I do, this is definitely the place to be," said Vandaveer, adding that about 500 commercial vehicles pass by every hour on Interstate 40.



Big pot bust

Some of the 6,500 pounds of marijuana Commercial Vehicle Safety Specialist Albert Vandaveer found was bundled in boxes stored in the trailer of a commercial vehicle.

DPS Torch Run effort surpasses \$40,000

About 10 months ago, the front page of the *Digest* contained a somewhat glum article about DPS' slowly-fading legacy in the Arizona Law Enforcement Torch Run for Special Olympics.

Most of the article's bleakness surfaced as it explained how DPS' overall participation in the Torch Run had been declining over the past decade while, at the same time, other law enforcement agencies in Arizona had become more involved in the event.

The article also made it clear that as DPS began to "slack off," the event continued to become a bigger and bigger symbol of the law enforcement community's overall concern for individuals with mental and physical challenges.

The article was not all negative because it also provided a close look at the Department's desire to regain its reputation as the Torch Run's biggest supporter.

For at least half of the Torch Run's 19-year existence in Arizona, DPS consistently contributed more money and "runners" to the event than any other law enforcement organization in the state.

As part of its planned journey back to the top of the Torch Run's list of biggest contributors, DPS hoped to raise as much as \$33,000 during the 2004 event. It was a lofty goal, but event coordinators at DPS believed

it could be accomplished if agency employees worked together.

Well, the official fund-raising results from the 2004 Torch Run were finalized last month and DPS' performance in the event easily surpassed expectations as the agency raised \$42,756, roughly \$10,000 more than anticipated.

The effort rocketed DPS past the Tucson Police Department to become the Torch Run's third largest contributor among law enforcement agencies in Arizona. DPS' surprising performance in the event confirmed that the agency now has significant momentum in its quest to reclaim Torch Run glory.

It was just three years ago that DPS was the event's fifth largest fund-raiser. Two years ago, the agency quietly improved to become the fourth largest. With this year's third-place finish, the agency confirmed its intent to recapture Torch Run glory.

"There is no doubt in my mind that we can continue our momentum and claim the number two spot next year," said DPS Sgt. Faith Morgan, the agency's official coordinator of the Torch Run.

Morgan said she is confident DPS can overtake the Phoenix Police Department in the Torch Run next year because the agency was just \$1,300 from doing it this year.

CONTINUED ON PAGE 13



DPS plays key role in probe that could cripple efficiency of smugglers

DPS played a starring role in a high-profile investigation that may severely cripple the ability of smuggling organizations to efficiently move illegal immigrants and drugs from the U.S.-Mexican border for years to come.

The investigation, which began with a tip from a confidential informant more than a year ago, received significant statewide media attention upon its conclusion last month due to its unique nature.

As part of the culmination of the case in late September, 27 owners or managers at 11 Phoenix used-car dealerships were indicted by a state grand jury involving a scheme to keep smuggling organizations supplied with vehicles used in the transportation of drugs and illegal immigrants.

In addition, more than 450 vehicles valued at nearly \$2 million were seized by law enforcement officers during the latter stages of the case.

As many as 250 employees from DPS, both sworn and civilian, were involved in the multi-layered operation at some point, said DPS Sgt. David Wright, who supervised the squad of detectives who directed the case.

Despite DPS' substantial role in the case, the operation's success would not have been possible without the involvement of the state Attorney General's Office, the Phoenix Police Department, the El Mirage Police Department, U.S. Immigration and Customs Enforcement (ICE), the U.S. Attorney for Arizona, and the Tohono O'odham Police Department.

Much of the media attention surrounding the case apparently resulted from the fact that it marked the first time in U.S. history that used-car dealerships had been so closely tied to helping smuggling organizations maintain nearly "untraceable" fleets of automobiles, Wright said.

At a news conference state Attorney General Terry Goddard said the investigation was also unique because it illustrated just how creative smuggling organizations have become in transporting illegal immigrants and drugs.

The investigation centered around an illegal scheme used by smuggling organizations and several used-car dealerships in the Phoenix-area.

DPS investigators said the smugglers would pay cash for cars at used-car dealerships. Cooperating dealers would then apply false names on vehicle titles and create fake liens. If the car was later stopped and impounded by police while involved in illegal activity, the car would revert back to the dealer because of the lien, rather than be seized by law enforcement. Once the vehicles were retrieved by the auto dealers, the dealers would return the vehicles to the smugglers in return for a hefty "recovery fee" which ranged from \$700 to \$1,000.

Wright said some smuggling organizations had the same car seized by police as many as five times only to regain possession of it each time with the help of a used-car dealership.

Goddard likened the

scheme to having a "yo-yo effect" because it was designed so that impounded vehicles could always find a way back the smugglers.

Wright said the scheme clearly provided smugglers with a remarkably efficient method of maintaining a low-cost transportation system to move their drugs and human cargo.

Prior to utilizing this scheme, Wright said these organizations mostly relied on stolen or rented vehicles to transport their illegal goods.

But because rented and stolen vehicles carrying illegal goods would often be stopped and then impounded by police, the method eventually proved too dangerous and expensive for smugglers.

When the costs of constantly losing vehicles to the police simply became too high, Wright said the smugglers turned to used-car dealerships willing to break the law for substantial profit.

"The recovery fees auto dealers received for returning impounded vehicles to smuggling organizations proved to be very lucrative for the dealerships," said Wright, adding that revenues at some of the dealerships increased fivefold by assisting smuggling organizations.

Wright said the investigation began very quietly about 18 months ago after DPS detectives received an unexpected tip from an informant who worked for several large smuggling organizations. Wright said that the informant's job was to help smugglers recover their towed and impounded vehicles. The investigation grew quickly once it began due to its rapidly-expanding scope and complexity.

Eventually, as many as 15 detectives from DPS were assigned full-time roles in the investigation. As the probe reached certain critical stages, court-authorized wire-taps were utilized requiring complex operational support

from several separate entities, including the DPS' Highway Patrol Division.

Among the separate DPS entities playing vital roles in the case were Central Narcotics, Financial Investigations, Intelligence, the Asset Forfeiture Unit and the Photo

Lab. The two primary case agents throughout the investigation, which also required the execution of about 100 search warrants, were DPS Detective Tim Mason and Special Agent Larry Flick from the state Attorney General's Office.

Wright said the 27 people who were eventually indicted as a result of the investigation face felony charges ranging from conspiracy and fraud to money laundering and participating in a criminal syndicate.

In addition to a large assortment of vehicles, the case also led to the seizure of \$86,391 in cash, \$364,303 in bank accounts, nine residential and commercial properties, 2.96 pounds of cocaine and six weapons.

A small number of the more than 450 vehicles seized during the investigation will likely be awarded to some of the law enforcement agencies who participated in the case, Wright said, adding that most of the vehicles will probably be sold at auction with the pro-

CONTINUED ON PAGE 13



Debate ...

CONTINUED FROM PAGE 1

"We had officers inside the arena as did ASU," Conner said. "We arrested a heckler during the national anthem for being disorderly, but other than that, it was quite peaceful."

The third venue was Grady Gammage Auditorium where about 400 people were eye witnesses to the debates. About half were ASU students whose names were drawn in a campus lottery. The other half in attendance were either Bush or Kerry supporters.

"Our primary mission was protection in and about the property," Conner said, adding that the Department also had officers working undercover throughout the campus while various special operations-type personnel were strategically positioned near the three venues.

Also deployed were some 100 additional DPS officers who were part of the motorcades that escorted the two presidential candidates to and from the auditorium.

"The president's escort, of course, requires a much stronger presence than the escort provided Sen. Kerry," Conner said.

Unfortunately, two DPS motor officers were injured, one seriously, in separate mishaps related to the two motorcades.

Most seriously injured was Officer Mike Fields who was conducting a traffic break on S.R. 202 near ASU prior to the motorcade when he was struck by a car. Fields, who spent several days in an area hospital, suffered a broken leg, injured back and serious road rash.

The second officer, Paul Mudd, suffered slight injuries when he hit a curb on Priest Drive in Tempe while trying to avoid hitting another swerving police motorcycle in the motorcade. Mudd was treated and released from an area hospital for minor injuries.

Conner said many of the nearly 400 officers involved in the detail arrived in the Phoenix area at least a day in advance and underwent some updated training in crowd control.

"It was regular field force-training and we will probably see more of this in the months to come," Conner related. "Commander Bob Halliday brought forth some new techniques that have been deployed successfully in other parts of the country."

"We wanted to introduce these techniques at DPS so that as these events occur, we are better prepared and have the latest tools and tactics to deploy if the need arises."

Conner said Halliday was responsible for DPS field forces while Commander David

Denlinger managed operations involving security at the three ASU venues. Commander Mike Orose was the coordinator for traffic-related issues and supervised the command post located at Tempe High School while Commander Dave Witter was responsible for the Department's arrest team component.

"I was very pleased with the way the commanders ran their different sectors. I was impressed with the attention to detail they gave their responsibilities," Conner said. "Such attention and dedication speaks well for them and how successful the operation was because we really had so very few glitches."

"I don't know if I heard a single officer grumble about the detail, and believe me, it was hot, but our officers got in there knowing that this was something we had to do."

"Overall, everything was pretty calm, just the way we wanted it," Conner remarked. "I was a little surprised at the lack of numbers because this was the only debate west of the Mississippi, the last one before the election, good weather and school was in ses-

sion. I expected to see more people."

"Our biggest problem, as expected, was communication issues among the different agencies involved," Conner said.

"Keep in mind that many of these officers came from outside the Phoenix area and that presented housing concerns. At the same time, we also have to ensure that coverage was maintained in the areas these officers are normally assigned. Someone has to pick up the slack when they are gone on a special duty assignment such as this."

"Although as an agency we may have our disagreements during normal operations, we always come together as one agency during major events and get the job done. This was absolutely the case here. Our officers knew what the mission was, what their objectives were and how to get the job done. It was done in a professional manner and that is an absolute credit to all involved."

Conner said the Department initially will absorb all of its costs for the operation, but is hopeful that some federal monies are forthcoming to help offset departmental expenses incurred during the detail.



Vehicular fortress surrounds ASU's Grady Gammage Auditorium

DPS motor officers were among the many who participated in a motorcade for President Bush.



Sgt. Bob Calfee retires after 32 years with the Department

Sgt. Robert E. Calfee, who spent the last 18 years with DPS assigned to Legislative Security, retired from the Department Sept. 24 after more than 32 years of service.

The friendly California-native and long-time Arizona resident began his career with the agency as a cadet officer in September 1965. After graduating from the academy, he was assigned to the Highway Patrol in Holbrook.

After about three years patrolling highways in the Holbrook area, Calfee left the Department for a short time. When he returned in 1972, he was assigned to the Highway Patrol in Chandler. Two years later, Calfee received his first assignment to the Criminal Investigations Division (CID) where he served as an investigator in Liquor Enforcement, General Investigations, Organized Crime, and Intelligence.

In August of 1977, Calfee received a promotion to sergeant and was assigned to the Highway Patrol's administrative staff, later returning to CID. While serving as a sergeant in the Criminal Investigations Division, Calfee supervised officers assigned to the Organized Crime and Fugitive Units.

It was also during this tenure that Calfee distinguished himself as a highly-instrumental investigator in a scam orchestrated by the Lincoln Thrift Association. The scam left more than 22,000 innocent people with

little hope of recovering their investments that totaled more than \$52 million.

As attested to by then state Attorney General Bob Corbin, Calfee played a key role in conducting the laborious investigation into this calamity and the subsequent indictment of those responsible for it.

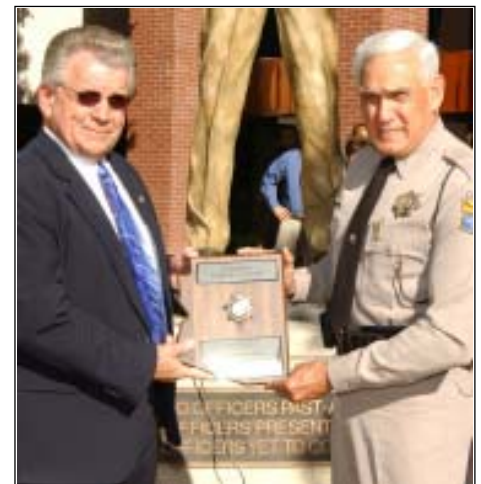
In March of 1986, Calfee was selected for a position with the Legislative Security Unit of the Director's Office which can often be a highly-sensitive, challenging job. He accepted the assignment and remained in the position for the 18 years leading up to his retirement.

While serving with Legislative Security, Calfee was said to have conducted himself with professionalism, dedication to duty, and a degree of refinement which elevated him in the eyes of his subordinates, peers, and managers.

As a retiree, Calfee said he plans on remaining in the Phoenix-area where he can spend a great deal of time with his wife, two children and three grandchildren.

Aside from spending time with his family, Calfee said he has no serious retirement plans other than doing some occasional traveling and devoting more time to his woodworking and gardening hobbies.

Reflecting on his career, Calfee said he is glad he chose to become a law enforcement officer with DPS.



BOB CALFEE (LEFT) WITH DPS DIRECTOR DENNIS GARRETT

"By becoming a law enforcement officer, I was able to enjoy a career filled with a tremendous amount of variety," Calfee said. "Each assignment I had was unique in its own way and the variety made coming to work each day quite easy. I am also glad I was part of the DPS organization because it proved to be an organization made up of some of the very best people around. I will always cherish the memories I have from my time at DPS."

LESSS study indicates

Safe work environment can be detoured by faulty road design

Second of three articles pertaining to officer safety issues studied by the Law Enforcement Stops and Safety Subcommittee (LESSS). This month's article addresses highway design and environment.

BY MAJOR DESTON COLEMAN
CHIEF OF STAFF
HIGHWAY PATROL DIVISION

Since 1998, crashes involving police vehicles have increased attention to the issue of officer safety during traffic stops.

The Blue Ribbon Panel, convened by law enforcement and the Ford Motor Company to address the issue, reviewed 152 crash records to help panel members identify factors associated with rear-end crashes.

LESSS' Highway Design and Environment Work Group was charged with studying the engineering requirements for roadway design and proposing "best practices" related to officer safety.

The work group maintains when not properly designed, highways and streets that officers patrol, the uniforms they wear, and the vehicles they drive can contribute to hazardous situations when taking enforcement actions, investigating traffic crashes, or assisting stranded motorists.

The work group reports that problem areas include roadway design, existence and width of shoulders and lanes, exceptions to design standards, enforcement platforms, collision reporting and pullout investigation sites, median barriers, officer visibility, and vehicle conspicuity. All are factors that can contribute to or detract from a safe working environment.

HIGHWAY ENGINEERING

Traditionally, law enforcement has not been involved during the highway design planning stages.

Even though most officers are not engineers, they are stakeholders when it comes to highway design planning. Their practical experience enables them to identify hazards and to recommend improvements. The subcommittee encourages law enforcement executives to become active with their highway planning and design units to incorporate necessary safety features in initial design plans.

Congested highways and freeways require traffic engineers to seek solutions. Unfortunately, traffic engineers often chose to expedite ever greater numbers of vehicles on existing congested freeways, especially those in areas with high-density populations, by converting emergency lanes into much-

needed traffic lanes.

Other solutions have been to reduce the width of shoulders, leaving insufficient space to handle emergencies and enforce traffic laws. Reduction or loss of shoulder/emergency parking lanes reduces traffic enforcement. The elimination of emergency lanes poses significantly higher risks to officer safety, compromises an officer's ability to conduct proper investigations and appropriate enforcement activities, delays their arrival at incidents, and increases the potential of secondary crashes.

One engineering feature that can help is the emergency "turnout" or "pulloff" area. Emergency pulloffs, pullouts, turnouts, or enforcement platforms are areas that are away from the traffic flow that should accommodate at least two emergency vehicles. They should be spaced periodically along controlled-access highways lacking continuous shoulders wide enough for enforcement and other activities. Such features allow officers more safely to investigate crashes, undertake enforcement actions and assist motorists.

These wide areas beside traffic lanes should be included in the design plans of freeways that will undergo major renovations and of new multilane roadways.

Sonic nap alert patterns (SNAPs), known as run-off-road rumble strips, are another engineering feature that should be used consistently on highways and freeways. SNAPs reduce the possibility of a high-speed, rear-end crash by alerting inattentive or impaired drivers who encroach on shoulders or who have become visibly fixed on a stopped police vehicle that they are approaching on the shoulder. The U.S. Department of Transportation and the American Association of State Highway and Transportation Officials support the SNAPs strategy.

VISIBILITY OF OFFICERS

Performing a myriad of responsibilities on highways that have shrunk shoulders, inclement weather, or reduced lighting requires high visibility for officer safety.

The immediate identification of officers (and of others who must work on highways) is critical to their survival because the quicker they are recognized, the more time motorists have to react appropriately.

The American National Standards Institute Inc. recognized the need for performance specifications for high-visibility safety apparel and issued the guidelines in June 1999. Garments that meet this standard, including traffic vests and raincoats, are vital to en-

suring the safety and visibility of officers working on or near highways in emergency situations.

Consideration must be given to visibility of the incident as well as to its location if officers are engaged in tasks requiring prolonged exposure on high-speed highways. Equipment needs to be deployed to signal motorists of the presence of emergency and law enforcement vehicles occupying a lane of traffic or shoulder.

Low-cost, temporary measures, such as traffic cones to protect officers and vehicles for brief periods, often prove ineffective. Instead, guidelines of an up-to-date incident management system (IMS) should be followed for the extended closure of a traffic lane or shoulder on a high-volume, high-speed highway.

INCIDENT MANAGEMENT SYSTEM

Statewide and regional incident management systems-encompassing the myriad of agencies involved in detecting, responding to, handling, and clearing highway incidents-mitigate the problems that can arise from even a minor crash.

The development and implementation of such comprehensive management strategies can organize these occurrences and can reduce the potential for injury to those on-the-scene workers responsible for resolving them. The Model Procedures Guide for Highway Incidents, developed by the National Fire Service Incident Management System Consortium, serves as an excellent resource upon which to build an all-inclusive IMS.

LEGISLATIVE ACTION

Legislation is another means by which states have attempted to ensure the safety of law enforcement officers and other first responders. Some 24 states have enacted "move-over laws" that require motorists to move into the middle or left lane as they approach a police vehicle or officer on the shoulder. These laws vary in terms of provisions and penalties, but their underlying impetus is to enforce safety as a matter of law, not as a matter of courtesy.

LESSS is also investigating the inclusion of law enforcement in "Give 'Em a Brake" campaigns, as well as the effectiveness of doubling fines for certain hazardous violations. A strong educational component accompanying new legislation can heighten the awareness of motorists to the hazards of stopped vehicles on high-speed roadways.

Next month: Policy and procedure issues.

Who is she?

Although this youngster sports a tight-lipped smile that really isn't the case as she cheerfully goes about her administrative tasks at Phoenix headquarters.



Who Is She?

Identify this civilian employee correctly and you will be eligible to win a polo shirt courtesy of the Associated Highway Patrolmen of Arizona (AHPA).

Interdepartmental e-mail entries should be addressed to Art Coughanour, badge number 3131.

Internet entries should be sent to acoughanour@dps.state.az.us.

Interdepartmental mail should go to *The Digest*, P.O. Box 6638, Phoenix, AZ 85005.

September contest

There were no correct answers submitted for the *Digest's* "Who Is He?" contest for September. The young boy with a missing tooth is Sgt. Claude Johnson, a detective assigned to GITEM North. As a result, Claude, an avid archer and brother of DPS Commander Beau Johnson, will receive a free polo shirt courtesy of the Associated Highway Patrolmen.

smuggling probe ...

CONTINUED FROM PAGE 9

ceeds initially going to the state Attorney General's Office to help offset the costs of funding the investigation. The balance of any unused proceeds will be available for asset sharing.

Wright explained that a critical turning point in the case came when DPS employees assigned to Intelligence were able to identify important patterns and trends while analyzing volumes of seemingly disparate data obtained during the early part of the investigation.

These patterns and trends ultimately provided case investigators with a comprehensive blueprint of how car dealerships were executing their illegal scheme.

Armed with the invaluable insight and analysis furnished to them by Intelligence personnel, case detectives were able to devise the detailed investigative strategies needed to move the case forward.

"The employees from Intelligence deserve a great deal of credit for making this case a success," Wright said. "Their ability to draw detailed conclusions from what looked like unrelated information proved very important to this investigation."

Although the investigation was a success, Wright said detectives believe there are still a number of used-car dealerships in the Phoenix-area helping smuggling organizations meet their transportation needs. As a result, he said a second phase of the investigation will be launched in the near future targeting those dealerships who haven't yet "learned their lesson."

"Due to the knowledge we gained during the first part of this investigation, the second phase of the investigation should be much more advanced and focused," Wright said. "We are especially going to be on the lookout for auto dealerships trying to avoid detection by modifying and enhancing the techniques they use to assist smuggling organizations."

Torch Run ...

CONTINUED FROM PAGE 8

If DPS can overtake the Phoenix Police Department, Morgan said the only agency left for DPS to overtake will be the Arizona Department of Corrections.

"I am confident DPS can capture the top spot sometime within the next few years," said Morgan, adding that funds raised during the Torch Run help promote a better quality of life for mentally- and physically-challenged people through their involvement in sport.



Students supporting both candidates gather on the ASU campus for rallies.

Inside DPS

30 YEARS OF SERVICE

Rios, Martin F., 1597, RMIN Field Services Coordinator

Stephenson, Fredrick L., 1639, Laboratory Electronics Technician

25 YEARS OF SERVICE

Atkinson, Donna L., 2648, Office Coordinator

Ryan, Emily S., 2634, Evidence Custodian

20 YEARS OF SERVICE

Johnson, Michele L., 3487, ACJIS Compliance Specialist/Instructor

Schumacher, Paul E., 3505, Evidence Technician

RETIREMENTS

Blackett, Robert S., 2801, Criminalist IV, 24 years

Derfus, Michael J., 4710, Officer, 11 years

Stein, Diane M., 3388, Sergeant, 20 years

Valencia, Richard, 2011, Officer, 24 years

NEW EMPLOYEES

Barnes, David E., 6445, Personal Computer Specialist

Cramer III, William R., 6442, Cadet Officer

Devine-Martin, Dawn E., 6444, Fingerprint Technician

Edwards, John D., 6443, Facilities Maintenance Technician

March, Jason A., 6447, Facilities Maintenance Technician

Martens, Steven A., 6448, Facilities Maintenance Technician

TRANSFERS

Baily, Robert L., 6143, Officer, from HP D-11 Tonto Basin to HP D-1 St. George, Utah

Banks, Fred R., 4706, Officer, from Phoenix General Investigations to GITEM North

Bertran, Jeromy B., 5194, Sergeant I, from HPD Operations Staff to HP Metro West

Butler, Raymond R., 5516, Sergeant I, from HP D-3 Reservation to HP D-1 Kingman

Clark, Michael G., 5695, Officer, from HP D-1 Kingman to GITEM North

Coleman, Dansen J., 4047, Lieutenant, from HP Metro West to HP Metro Central

Copeland, Burley M., 3268, Lieutenant, from Vehicle Theft Task Force to HP Metro East

Dame, Leon D., 5012, Officer, from Hazmat Clansdestine Lab Safety to CID Administrative Staff

Fields, Michael R., 5343, Officer, from HP Metro Central to HP Metro Motors

Figueroa, P. Ramon, 3081, Lieutenant, from HP Metro East to GITEM South

Fitzgerald, Ann M., 4044, Sergeant II, from HP Metro Central to HP Metro Duty Administrative Staff

Golden, Daniel R., 4088, Lieutenant, from Fugitive Detail to HP Metro East

Goldsmith, Karl N., 2783, Sergeant II, from HP Metro Motors to Central Highway Patrol Bureau Staff

Hegarty, Jack P., 4564, Lieutenant, from HP Metro East to HP Metro West

Howard, Debra L., 3448, Lieutenant, from HP Metro East to Training and Management Services Bureau

Hunter, Kenneth G., 4294, Lieutenant, from ALEA to HIDTA Intelligence

Leslie, Oren B., 4720, Sergeant I, from HP Metro West to HP Metro Motors

Lopez, Barbara A., 5479, Criminal Records Specialist, from Criminal History Records to Applicant Clearance Card Team

Massey, R. Bart, 4178, Sergeant I, from HP Metro East to HP Metro Central

Myers, David W., 745, Lieutenant, from Training and Management Services Bureau to Operational Training Section

Nyhart, Dean S., 2597, Commander, from Operational Training Section to Arizona Law Enforcement Academy

Paccia, Steven J., 6330, Officer, from HP Metro Central to HP D-4 Wenden

Padilla, Ron J., 4194, Sergeant I, from HP D-1 Kingman to HP Bureau Administration

Prochko, Michael A., 5207, Sergeant I, from HP D-6 Casa Grande to HP Metro East

Spykes, Kimberly L., 5494, Officer, from GITEM North to Phoenix General Investigations

Swietek, Paul K., 5862, Administrative Services Officer, from Central Communications to Records and Identification Bureau

Ticer, Robert L., 4490, Lieutenant, from Media Relations to HPD Administrative Staff

Torrez, Charlotte M., 4106, Officer, from Phoenix General Investigations to CID Administrative Holding

Trapp, Jeffrey S., 2608, Sergeant II, from HP Metro West to Legislative Security

Wright, Maria L., 5954, Criminal Records Specialist, from Central Communications to Applicant Clearance Card Team

DEPARTURES

Arias, Margaret, 5332, Criminal Records Specialist

Campbell, Donald J., 6436, Cadet Officer

Day, Brian S., 6419, Cadet Officer

Ferreira, Jay V., 5046, Officer

Flake, Wade W., 6428, Cadet Officer

Fuller, Hetter E., 6433, Cadet Officer

Herrera, J. Martin, 6422, Cadet Officer

Hrouda, Russell A., 6313, Dispatcher

McManaway, Daniel G., 6446, Criminalist

Rodriguez, Jose F., 6426, Cadet Officer

Thacher, Drew E., 6298, Officer

BIRTHS

Camryn Rose McCullough – 6 lbs., 10 oz., 18 inches. Born Sept. 22 at Flagstaff Medical Center to Julie McCullough and her husband, Mike. Julie is a dispatcher assigned to Northern Operational Communications, Flagstaff.

Jacob Colin Jarol – 7 lbs., 9 oz., 21 inches. Born Sept. 24 at Arrowhead Community Hospital, Glendale, to Officer Steven Jarol and wife, Stephanie. Steven is a Highway Patrol Officer assigned to Metro West.

Isaak Daniel Willis – 8 lbs., 6 oz., 19¼ inches. Born Sept. 29 at Flagstaff Medical Center to Officer Will Willis and wife, Jeannie. Will is a Highway Patrol officer assigned to District 2, Gray Mountain.

Adam Michael Cloud – 8 lbs., 15 oz., 20½ pounds. Born Sept. 30 at Sierra Vista Community Hospital to Officer Billy Cloud and his wife, Shelly. Billy is a detective assigned to Cochise County Investigations.

OBITUARIES

Darrel Alvin Diaz passed away Sept. 18 in Belize City, Belize. He was the father of Tucson Highway Patrol Officer Mike Diaz.

William Stinson, 44, of Tempe, passed away Sept. 25. He was the son of Betty (Stinson) Goodman, a former DPS Mail Room employee.

Marie Lenze Ruiz, 55, of Wickenburg, passed away Oct. 9 in Peoria. She was the wife of retired DPS Sgt. Vic Ruiz.

Martha Rose Calihan Stults, 91, passed away Oct. 11. She was the mother of Roe Hurt, a retired administrative services officer with Facilities.

Salvatore E. Guzman, 72, of Casa Grande, passed away Oct. 18. He was the father of District 6 Highway Patrol Officer Joe Guzman, Coolidge.

Fred Eagan of Phoenix passed away Oct. 20. He was the husband of DPS retiree Laura Eagan who retired in 1992 as an identification clerk in the Criminal History Research Section.

COP SWAP

FOR SALE – 1976 Fiat Spider with recently replaced convertible top, tires, brakes. Appraised at \$4200, asking \$3200. Deanna Woods, 928-772-8248.



Boomers ...

CONTINUED FROM PAGE 2

Elaborating, Gendler said the anticipated increase in seniors will undoubtedly result in more demand for citizen interaction, information and education on public safety issues as well as activities in the areas of crime prevention and crime resistance.

"This will make 'community-oriented policing' essential," the retired DPS major explained. "Law enforcement will have to recognize the need to develop diverse methods of identifying and addressing crime problems rather than relying solely on enforcement. Law enforcement will have to involve citizens and provide them with information."

Although technology provides advantages for the state's aging population, conversely, it also introduces a notable challenge for law enforcement.

"For example, it is anticipated that DPS' scientific analysis experts and the agency's criminal investigators will face a future of technology-related, cyber-based crimes such as fraud and identity theft that will specifically target senior residents and retirees," Gendler related.

This anticipated spike in the senior population will almost certainly increase the number of elderly drivers as "baby boomers" are spending more on automobiles than previous generations and this commitment is expected to increase as this group moves into their 60s.

"This orientation toward mobility and independence provided by automobiles will result in drivers remaining active further into their future," Gendler reported. "Despite the years of driving experience the senior population will accrue, it is anticipated that an increase in their proportion of vehicle operators on the road will generate a number of highway safety concerns relating to reaction time, eyesight and other physiological factors."

The increase in Arizona's senior population will impact DPS employees in another way as they will also be facing issues relating to elder care and family needs.

"Currently, one third of those living in Arizona between the ages of 40 and 59 are caring for an elder and 80 percent of seniors rely on family members to provide the care they need when they can no longer live independently," Gendler articulated. "This can effect the agency work environment as employees need innovative work schedules and accommodations to help them meet responsibilities at home."

Gendler explained that the Department has embraced the concept of preparing for

these changing demographics by first making use of its organizational strengths and existing programs in developing a short-term response.

"The agency has several internal methods – *Digest*, *Focus* and the *Intranet* – that have been, or will be used to inform and create awareness of aging issues among employees," Gendler said. "In addition, Human Resources has a procedure for mounting employee awareness campaigns that could be applicable to specialized information efforts relating to aging issues."

With many seniors "coming of age" in the near future, the Department most likely will have to review some of its operational guidelines formulated by the Law Enforcement Merit System Council.

"With an increasing aging population, it is apparent that the agency will consider possible adjustments to traditional personnel practices in regards to employment, retention and working conditions," the police planner added. "As part of a short-term plan, agency representatives and the Merit System Council business manager are reviewing rules and identifying those that may be in need of future modification."

Gendler said the Department also is examining training opportunities through in-service or advanced basic classes.

In preparing the report, Gendler said focus groups, retirees and DPS employees were asked for observations on how to improve working relationships with an aging population.

Comments received included providing officers with more exposure to seniors, teaching better methods of conversing with the elderly, providing techniques for calming fears, improving listening skills, increasing sensitivity to physical impairments affecting seniors, and teaching methods for officers taking enforcement action to 'educate' senior violators without being condescending.

Volunteer and limited employment programs offered at DPS also will be reviewed to increase their appeal for active seniors, retirees who are leaving the work force and individuals with special skills, Gendler added.

"In addition to volunteer activities, the agency, through Merit System Rules, has implemented temporary appointments and hourly employment to position itself for a changing workforce," Gendler said. "These provisions are being used to fill gaps in specialized areas as diverse as police dispatching, background investigations, video productions and scientific analysis with retirees working limited, carefully-defined services that would have previously gone vacant due to lack of work hours and career

appeal.

"Based on focus group suggestions, other employment practice concepts that may be enhanced or explored over time include flex hours, job sharing, reduced work weeks, telecommuting, programmed rotation and temporary assignments of a shorter duration."

Gendler said the 23 percent of today's DPS workforce eligible to retire could pose a serious problem if the Department wasn't committed to employee development programs. Such programs have helped keep retirements at DPS to a steady flow, not an exodus.

"In addressing these and other employment-related issues, focus groups have recommended an agency action plan to forestall the loss of a large number of employees and their skills," Gendler said. "They suggested components such as flexible working conditions for existing employees with child- and elder-care issues, better use of succession planning techniques such as mentoring, phased retirement and employment flexibility."

Gendler added that flexible scheduling, leave options and the elimination of barriers to part-time employment also were highly recommended by the focus groups.

ACJIS personnel help in 'Kid Care' program

On Oct. 1, several fingerprint technicians from the AZAFIS Unit at DPS volunteered personal time to fingerprint school children at the "Kid Care" program in Peoria.

The one-day event, designed to assist and entertain area children, took place at Country Meadows Elementary School.

Fingerprint technicians who assisted at the event included Judy Neff, Kathleen Martinez, Roberta Luangphon and retiree Dolly Harper.

Many children attending the program had their fingerprints recorded thanks to the volunteer efforts of the DPS fingerprint technicians who were requested to help at the event by the National Center for Missing and Exploited Children.

About a week following the "Kid Care" program, Neff, Martinez and Harper volunteered at another community event where several hundred children were fingerprinted. This event at the Peoria Sports Complex was a "Public Safety Night" presented by the Peoria Police and Fire Departments.

All DPS fingerprint technicians who volunteered at the event were praised by organizers for reaching out to help their communities on their own free time.

ARIZONA DEPARTMENT OF PUBLIC SAFETY

DIGEST

P.O. Box 6638

Phoenix, AZ 85005

**PRESORTED
STANDARD
US POSTAGE PAID
PHOENIX, AZ
PERMIT NO 03948**

Down the Highways

November 1969

Following a 2-day investigation, three concessions at the Arizona State Fair were closed by fair officials. Capt. William Foster of the DPS Criminal Investigation Bureau said his office and the Attorney General's Office investigated the three concessions after receiving complaints from several fair-goers.

"The concessions were using high-pressure sales tactics to move very inferior merchandise at inflated prices," Foster said.

November 1974

Col. James J. Hegarty, DPS' first director, announced Nov. 3 that he will retire from the post effective Dec. 31.

Hegarty, 45, made the announcement less than a week before a general election in which voters would elect Raul Castro as Arizona's next governor. In announcing his retirement, the 21-year law enforcement veteran said that he wanted to give Arizona's next governor a free hand to pick a new chief for the Department.

Hegarty, who began his career with the Tempe Police Department in 1954, joined the Arizona Highway Patrol in 1958.

November 1979

DPS Officer John C. Walker, 46, of Tucson, was shot and killed Nov. 30 while working an undercover cocaine case.

Officer Walker was sitting in his car at Tucson International Airport when he was approached and shot by Genaro Celaya, of

Ajo. Celaya, 28, was captured a short time later with Walker's flash roll in his possession. Celaya was convicted of the crime and is serving a life sentence in an Arizona prison.

A melee at a Pinetop bar/liquor store in mid-November left five law enforcement officers injured, including DPS Officers Bernard Irwin and Royce Gillespie.

All were treated for cuts and bruises at Navapah Hospital in Lakeside. The incident occurred when the officers responded to a fight and were attacked by bar patrons armed with cue sticks. Sixteen people were arrested, including two bartenders.

November 1984

In mid-November, DPS Director Ralph T. Milstead announced that Sgts. Jack Grant, Jim McMorris and Dave Witter would become lieutenants.

In announcing the promotions, Milstead said Grant would become District 7 commander in Globe while McMorris assumed the duties of classification and compensation manager in Personnel. With his promotion, Witter remained supervisor of the Criminal Intelligence Analysis Unit.

November 1989

A female strong-armed robber might have gotten away but for the alertness of off-duty DPS Officer Bill Hansen.

Hansen observed a security guard chasing

the suspect who had stolen a woman's purse inside a Mesa grocery store Nov. 12.

The suspect, who had shoved her victim into a counter while snatching the purse, fled the store when she was spotted by Hansen. After throwing the purse at Hansen during the foot pursuit, the suspect then got into a vehicle and fled. Hansen recovered the purse then pursued the woman who eventually was nabbed by Mesa and Chandler police officers.

November 1994

A DPS officer and a Yavapai County Sheriff's Office deputy seized nearly \$390,000 in cash from two men whose vehicle was stopped for speeding on I-40 between Seligman and Ash Fork Nov. 7.

After stopping the westbound car, DPS Officer Tim Truett asked and received permission to search the rented 1994 Chrysler New Yorker. During the search, Truett and Deputy Bob Hutchinson found the currency stuffed in a black athletic bag resting on the back seat of the vehicle.

In addition to being cited for speeding, the men were arrested for attempted bribery and misconduct involving weapons after two handguns were found underneath the front seat of the car. The bribery charge stems from the suspects offering Truett \$200,000 in exchange for their freedom, investigators said.